GOVERNMENT OF INDIA
HUMAN RESOURCE DEVELOPMENT
LOK SABHA

STARRED QUESTION NO:6
ANSWERED ON:20.02.2001
DEMANDS OF UNIVERSITY TEACHERS
SUDHA YADAV;VILAS BABURAO MUTTEMWAR

Will the Minister of HUMAN RESOURCE DEVELOPMENT be pleased to state:

(a) whether the teachers of Delhi & Jawaharlal Nehru University have been agitating for sometime to press for their demands;

(b) if so, whether the demands of other central university teachers are also lying pending with the Government;

(c) if so, the details of their demands; and

(d) the action taken/proposed to be taken by the Government in the matter?

Answer

THE MINISTER OF HUMAN RESOURCE DEVELOPMENT (DR. MURLI MANOHAR JOSHI)

(a) to (d): The information is laid on the Table of the House.

STATEMENTREFERRED TO IN REPLY TO PARTS (a) to (d) OF THE LOKSABHASTARREDQUESTIONNO.6 TOBE ANSWERED ON 20.2.2001 ASKED BY SHRI VILAS MUTTEMWAR AND DR (SMT) SUDHA YADAV REGARDING DEMANDS C UNIVERSITY TEACHERS

(a) to (d): In fulfilment of the Constitutional responsibility for coordination, determination and maintenance of standard of Higher Education, the Central Govt./UGC have taken several measures from time to time. As part of these efforts, and to attract and retain the best talent in the teaching profession, the pay scales and other service conditions of teachers in Universities and Colleges have been revised from time to time, the latest being vide Govt. order dated 27.7.98. A statement showing the highlights of the pay package and other incentives and benefits made available to teachers under the Scheme, is enclosed as Annexure . An amount of about Rs.1500 crore has so far been released to State Govts. for payment of arrears on account of pay revision to State University and College teachers and more than Rs.300 crore have been provided to Central Universities for payment of arrears to teachers for the period from 1.1.96 to 31.3.2000 .

However, Teachers' Associations in the Universities and Colleges have been raising demands concerning systemic issues and other matters concerning their Career Advancement and improvement of other service conditions. The issues raised by the Associations relate to financial mismanagement in universities; recall of Vice-Chancellors by the Visitor; emergency powers of the Vice-Chancellors; elected representation on statutory bodies; gap in tenure of Visitor's Nominees on Selection Committees; commercialization of higher education system; promotion of Readers to the post of Professors in Colleges; implementation of Career Advancement Scheme (CAS) of teachers w.e.f. 1.1.96 ; parity of Librarians with teachers ; Super time scale to Professors of Eminence; Super Selection Grade for Lecturers; adjustment of total length of service for promotion from Reader to Professor; and appointment of observers on the Selection Committees.

The demands of the teachers have been examined by the Government and the position in this regard is as under :-

(i) As regards financial mismanagement, mechanisms already exist in the universities in the form of Finance Committees where both Central Government and UGC are represented.UGC has also issued guidelines in this regard to all Central Universities.In case of irregularities, appropriate action is initiated.

(ii) Vice-Chancellors are appointed as per provisions of Acts enacted for universities. The Visitor is empowered to annul proceedings of the University which are not in conformity with the Act, Statutes or Ordinances.

(iii) A proposal to issue guidelines to the Vice Chancellors to restrict the use of emergency powers, only for emergent situations, is under consideration of the Government.

(iv) There are teachers' representatives in Academic Councils, Courts, Boards of Management in Universities.

(v) Efforts are being made that Visitor's Nominees on the Selection Committees of the Central Universities are nominated at the earliest.

(vi) The non-commercialization of education is already enshrined in Government policy and in court judgements on the subject.

(vii) The Scheme of promotion from Reader to Professor under the CAS continues to operatefor Readers in University Departments. The UGC has clarified that this Scheme is not applicable to Readers in colleges. The Government's stand in this regard is the same as communicated vide its letter dated 27.7.98.

(viii) It had been decided that the CAS for teachers will be implemented from the date of issue ofthe notification regarding the Scheme of revision of pay scales of University and College teachers.
(ix) The Schemes for- (a) Career Advancement for Librarians;

(b) Professors of Eminence; and (c) reward and to recognise meritorious teachers who may not have Ph.D./M.Phil but who have made outstanding contributions in teaching and research, are under consideration of the Govt. in consultation with University Grants Commission and State Governments.

(x) The UGC has decided that 8 years service as Reader in the scale of Rs.12000-18300 must remain the minimum eligibility for consideration of promotion from Reader to the post of Professor under CAS.

(xi) UGC has clarified that the observers are not part of the Selection Committee and do not participate in the deliberations.However, they keep a check whether procedure has been properly followed as per the UGC guidelines or not.

Annexure

STATEMENT SHOWING THE HIGHLIGHTS OF THE PAY PACKAGE AND OTHER INCENTIVES AND BENEFITS AVAILABLE TO TEACHERS UNDER THE SCHEME OF REVISION OF PAY SCALES OF UNIVERSITY AND CO TEACHERS

HIGHLIGHTS OF PAY PACKAGE

Grade	Pre-revised Pay scale as on 31.12.95	Pre-revised Pay package	Revised Pay scale as on 30.9.2000	Revised Pay package
Lecturer	2200-4000	6500/-	8000-13500	15000/-
Lecturer	3000-5000	8800/-	10000-15200	18000/-
(Sr. Scale) Lecturer	3700-5700	10500/-	12000-18300	22000/-
(Sl.Grade)/Reader Professor	4500-7300	11000/-	16400-22400	30000/-

INCENTIVES FOR M.PHIL/PH.D. - ENHANCED SUBSTANTIALLY

Pre-revised	Revised
3 advance increments for Ph.D. holders at the time of recruitment as lecturers	4 advance increments for Ph.D. holders at the time of recruitment as Lecturers.
1 advance increment for M.Phil holders at the time of recruitment as lecturers	2 advance increments for M.Phil holders at the time of recruitment as Lecturers
Not available earlier	1 advance increment to those teacher with M.Phil who acquire Ph.D. within two years of recruitment

Not available earlier		2 advance increments to teachers as an when they cquire Ph.D. in their service career	
Not available earlier		2 advance increments when a teacher moves into Selection Grade/ Reader	

CAREER ADVANCEMENT SCHEME - MADE MORE ATTRACTIVE

Pre-revised		Revised	
Grade	Length of qualifying service	Grade	Length of qualifying service
Lecturer	5 years as Lecturer	Lecturer	4 years as Lecturer
(Senior Scale) with M.Phil 8 years as Lecturer without Ph.D./ M.Phil.	with Ph.D. 7 years as Lecturer	(Senior Scale) with M.Phil 6 years as Lecturer without Ph.D./ M.Phil.	with Ph.D. 5 years as Lecturer
Lecturer	8 years as Lecturer	Lecturer	5 years as lecturer
(Selection Grade)/ Reader	(Sr. Scale)	(Sr. Scale) (Selection Grade)/Reader	
Professor (in Universi ty Departme nt)	CAS was not available (MPS in lower scale)	Profess (in Univers ity Departm ent)	8 years as Reader (Under regular grade) CAS in Professor

OTHER BENEFITS

- Teachers Fellowship Scheme revised: (a) No limit on number of fellowships; (b) Duration of fellowship enhanced.
- Honorarium for guest faculty has been increased from Rs.150 to Rs.250 per lecture.
- Waiver of 3 years for the full pensionary benefits to the teachers holding Ph.D. degree at the time of initial appointment.
- No age limit for recruitment of teacher.
- Age of superannuation enhanced to 62 years with a provision of re-employment upto 65 years for deserving teachers.